

# **State Board for Community and Technical Colleges**

---

## **Faculty Compensation**

**Washington Learns  
Higher Education Advisory Committee  
May 23, 2006**

# SBCTC Faculty Compensation

- CTCs salaries low compared to other western states
- CTC faculty covered by Initiative 732 which prescribes cost of living increases in law
- Full-time faculty tenure prescribed by state statute (tenure after three years)
- Faculty belong to unions – WEA or AFT – and engage in collective bargaining at the college district level (30 college districts)

# SBCTC Faculty Compensation

- Each college district has its own “salary schedule” for full-time faculty, determined by local bargaining.
- Because each district has its own salary schedule, salaries vary from one district to the next.
- All full-time faculty are paid based upon the district’s single salary grid. No salary differentiation related to field of instruction.
- A faculty member’s location on the salary grid is based upon experience, tenure, and professional qualifications.
- Salaries offered to newly hired faculty are determined in collective bargaining.

# SBCTC Faculty Compensation

- Faculty move up the salary schedule based upon experience, professional development, tenure, as determined by collective bargaining.
- Each step of salary schedule is called an “increment”. Increment values vary among districts.
- Legislative funding for increments is sought biennially, but not consistently funded.

# SBCTC Faculty Compensation

- Last year, 43% of CTC teaching effort was provided by part-time faculty
- Part-time faculty provide quality instruction (same student achievement whether taught by full or part-time faculty)
- Part-time faculty salaries are lower than full-time. State Board and legislature working over past decade to raise part-time faculty salaries.
- Part-time faculty salaries vary from one district to the next

# SBCTC Faculty Compensation

- Challenges:
  - Variation in faculty salaries – full and part-time – across CTC system
  - Low faculty salaries – full-time faculty, part-time faculty
  - Inconsistent increment funding